



MWCS-18 EQUAL OPPORTUNITY (EO) POLICY STATEMENT



- **Situation:** Marines must adhere to our core values of honor, courage and commitment. Our core values enable us to build and maintain a cohesive combat ready team that is focused, determined and prepared for any mission.
 - **Enemy:**
 - Discrimination towards Marines, Sailors, and Civilian Employees because of age, color, gender, race, religion, or national origin.
 - Sexual Harassment which includes, but not limited to unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
 - Cruel, abusive, humiliating, or oppressive treatment from any military member toward another military member. These unacceptable acts include hazing and "rights of passages".
 - Fraternization among Marines and Sailors of differing ranks/pay grades that are inconsistent with the standards of good order, discipline, morale and mutual respect.
 - **Friendly:**
 - MWCS-18 Marines and Sailors are essential promoting an EO environment.
 - MCO P5354.1D - Marine Corps Equal Opportunity (EO) Manual, as well as the 1st MAW, MACG-18 and MWCS-18 Equal Opportunity Policies and Representatives (EOR).
 - Informal Resolution System (IRS) is the preferred method of handling complaints of discrimination and sexual harassment.
 - Request Mast is the preferred way to file formal complaints.
- **Mission:** Marines will integrate Equal Opportunity (EO) practices into every aspect of their lives and promote teamwork, equal treatment and fairness among individuals, regardless of age, color, gender, race, religion, or national origin by setting the example for unprejudiced actions and by identifying unfair practices to higher authorities.
- **Execution:**
 - Marines will be afforded the opportunity to reach their full potential and professional achievements.
 - Marines will be respected, appreciated and evaluated based upon their individual deeds and merits.
 - MWCS-18 personnel will familiarize themselves with appropriate EO orders and policies that pertain to equal opportunity, sexual harassment, sexual assault, fraternization, and hazing.
 - All MWCS-18 personnel will receive, provide and document all training on the aforementioned EO policies.
 - All Marines will promote an environment that is free from discrimination, sexual harassment, fraternization, and hazing which will be validated by conducting Equal Opportunity surveys.
 - Equal Opportunity Representatives will assist service members and their family members in resolving EO issues and complaints of discrimination and sexual harassment.
- **Administration and Logistics:**
 - I encourage anyone who feels that they have been discriminated against or sexually harassed to try to resolve the situation at the lowest level possible by using the Informal Resolution System (IRS), in which you address the inappropriate behavior directly or by a third party individual you trust to address the issue or if the IRS does not resolve the situation, you may address the inappropriate behavior formally, by requesting mast.
 - Anyone suspected of displaying such inappropriate behavior will be investigated and subjected to administrative and disciplinary actions under the Uniform Code of Military Justice.
- **Command and Signal:**
 - All personnel have the authority to enforce all orders and regulations pertaining to equal opportunity.
 - Report immediately any Equal Opportunity violations, as well as Sexual Harassment and Hazing incidents to the EOR via the chain of command or the 1st MAW/DOD Inspector General offices.
 - The MWCS-18 Equal Opportunity Representative is GySgt Melvin R. Lang (melvin.r.lang@usmc.mil), at 645-0177 or 645-2739.


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